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INTRODUCTORY REMARKS

BY

25X1
CHIEF, RETIREMENT COUNSELING AND PLACEMENT STAFF
OFFICE OF PERSONNEL

25X1 DR.

GOOD MORNING. COLONEL LAWRENCE K. WHITE, EXECUTIVE DIRECTOR OF CIA, HAS FOR MANY YEARS BEEN INTERESTED IN THE RETIREMENT LEGISLATION AND THE AGENCY'S DEVELOPMENT OF POLICIES AND ACTIVITIES IN RELATION THERETO. WHEN ASKED WHETHER HE WOULD LIKE TO PARTICIPATE IN THIS FIRST SEMINAR ON RETIREMENT INFORMATION AND PLANNING, HE ENTHUSIASTICALLY ACCEPTED. THIS MORNING, HE IS HERE TO INTRODUCE THIS SERIES OF MEETINGS. COLONEL WHITE.

WELCOMING ADDRESS

BY

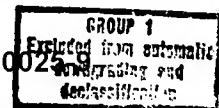
COLONEL LAWRENCE K. WHITE
EXECUTIVE DIRECTOR-COMPTROLLER

COLONEL WHITE:

THANK YOU KEN. LADIES AND GENTLEMEN, I AM GLAD TO BE HERE THIS MORNING AND TO TRY TO SAY A WORD OR TWO ON BEHALF OF THE DIRECTOR, THE DEPUTIES AND OTHER SENIOR PEOPLE IN THE AGENCY ABOUT OUR RETIREMENT PROGRAM. I THINK THIS SEMINAR REPRESENTS A MILESTONE IN OUR PLANNING IN THIS FIELD WHICH WE HAVE BEEN TRYING TO DO IN PERHAPS LESS EFFICIENT WAYS SINCE ABOUT 1959, I GUESS, WHEN THE AGENCY'S CURRENT POLICY WAS ADOPTED. I HAVE, INDEED, BEEN INTENSELY INTERESTED IN THIS SUBJECT, AND AS I APPROACH RETIREMENT AGE MYSELF IN THE NOT

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TOO DISTANT FUTURE I BECOME MORE AND MORE INTERESTED EACH YEAR.

I THOUGHT I MIGHT SAY A WORD THIS MORNING ON BEHALF OF THE DIRECTOR ABOUT THE AGENCY'S RETIREMENT POLICY. WITHOUT BEING TOO SPECIFIC ABOUT THE VARIOUS KINDS OF PEOPLE - AND WE HAVE ABOUT [REDACTED] DIFFERENT KINDS OF 25X9 JOBS IN THIS AGENCY - AS TO WHETHER ONE SHOULD RETIRE AT THIS AGE OR THAT AGE, THE DIRECTOR'S PHILOSOPHY ABOUT THIS IS A RATHER SIMPLE ONE. WE ARE, AS YOU KNOW, TWENTY YEARS OLD THIS PAST FALL. WE'VE HAD MANY UPS AND DOWNS IN THE AGENCY, GOOD PUBLICITY AND BAD, IF ANY PUBLICITY CAN REALLY BE GOOD. I THINK IT'S FAR TO SAY IN ALL HUMILITY, THAT THE AGENCY TODAY IS WHAT YOU MADE IT - YOU AND YOUR COLLEAGUES - AND IT IS REALLY AT ITS PEAK, I THINK, NOT WITHSTANDING SOME VERY RECENT INCIDENTS OF THE PAST YEAR OR TWO WHICH HAVE GIVEN US SOME BAD PUBLICITY. BUT I THINK THERE IS NO QUESTION TODAY THAT CIA'S PRODUCT, TO WHICH YOU ALL MAKE YOUR CONTRIBUTION, IS THE MOST RESPECTED PRODUCT IN THE UNITED STATES GOVERNMENT. INTELLIGENCE HAS CERTAINLY ARRIVED, AND THE PRESIDENT AND HIS SENIOR ADVISORS ARE TODAY READING THE OUTPUT OF THIS AGENCY AND THEIR POLICY DECISIONS ARE BASED UPON IT. I SUPPOSE NO DIRECTOR IN OUR LONG LIST OF ILLUSTRIOUS DIRECTORS HAS HAD CERTAINLY NO CLOSER RELATIONSHIP WITH THE PRESIDENT AND HIS POLICY-MAKING ADVISORS THAN OUR DIRECTOR DOES TODAY, AND I THINK IT'S FAIR TO SAY THAT NO ONE'S ADVICE HAS BEEN TAKEN MORE SERIOUSLY IN THE POLICY DECISIONS WHICH THE GOVERNMENT HAS TO MAKE. NOW, THE DIRECTOR AND A VERY FEW SENIOR PEOPLE ARE THE ONLY ONES WHO COME FACE TO FACE WITH THOSE POLICYMAKERS AND DELIVER THE PRODUCT UPON WHICH THEY BASE THEIR POLICY. BUT IT TAKES EVERYBODY IN THIS AGENCY, REGARDLESS OF WHAT HIS JOB IS, TO MAKE HIS CONTRIBUTION TO MAKE THAT PRODUCT WHAT

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IT IS. SO WE HAVE A RIGHT TODAY TO BE VERY PROUD OF WHERE WE STAND AND WHAT WE'VE DONE AFTER TWENTY YEARS. THE DIRECTOR'S PHILOSOPHY, AS I'VE SAID, IS A VERY SIMPLE ONE. THE CENTRAL INTELLIGENCE AGENCY, BECAUSE OF THE MYSTERY WHICH SURROUNDS IT, BECAUSE OF THE NECESSITY TO DO THINGS IN SECRET, THE ANONYMITY WHICH MUST SURROUND ITS PEOPLE, AND SO FORTH, WILL ALWAYS BE A TARGET FOR PEOPLE WHO ARE LOOKING FOR A SCAPEGOAT OR FOR PEOPLE WHO WANT TO POKE FUN IN ONE WAY OR ANOTHER. SO, THE DIRECTOR'S PHILOSOPHY IS SIMPLY THAT IF THIS AGENCY IS TO SURVIVE IT MUST BE THE BEST. IT MUST BE AT LEAST AS GOOD AS IT IS TODAY, AND HOPEFULLY, IT MAY BE BETTER. IF WE ARE TO BE THE BEST, WE MUST HAVE THE BEST PEOPLE. AND IF WE ARE TO HAVE THE BEST PEOPLE WE MUST CONTINUE TO BRING IN THE BEST BRIGHT YOUNG PEOPLE AT JUNIOR LEVELS AND TENDER AGES AND OFFER THEM TRAINING, CHALLENGES AND OPPORTUNITY SO THAT AS THEY MOVE ALONG THEY WILL BE IN A POSITION TO TAKE OVER AND CARRY ON IN THE FINE STYLE WHICH OUR SUPERIORS HAVE COME TO EXPECT AS ROUTINE OF THIS AGENCY. AND IF THAT IS TO HAPPEN, THEN WE MUST CONTINUE TO MOVE PEOPLE ALONG AT THE TOP IN ORDER TO MAKE ROOM FOR THESE YOUNGER PEOPLE AS THEY PROGRESS THROUGH THE YEARS. SO AFTER A GREAT DEAL OF PRAYERFUL THOUGHT, WE HAVE ADOPTED, AND WILL CONTINUE TO PURSUE, A POLICY WHICH WE HAVE THAT IN THIS AGENCY IT IS NECESSARY FOR US TO RETIRE A LITTLE EARLIER THAN IN THE OLD-LINE GOVERNMENT AGENCIES. AND IN THAT REGARD WE ARE NOT VERY DIFFERENT FROM THE OTHER AGENCIES IN THE INTERNATIONAL ARENA, AND WE ARE NOT VERY DIFFERENT FROM INDUSTRY. BUT THE PROBLEMS WHICH WE WILL ALL FACE WHEN WE ARE APPROACHING RETIREMENT ARE THE SAME, I THINK, FOR MOST PEOPLE. I CERTAINLY AM NOT AN EXPERT

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ON THIS. AS A MATTER OF FACT, I ^{WISH} WHICH THAT I WERE ATTENDING THE SEMINAR RATHER THAN OPENING IT, AND THIS, I SUPPOSE, I WILL HAVE AN OPPORTUNITY TO DO IN DUE COURSE. BUT I AM SURE OF ONE THING. FROM ALL I HAVE READ, AND FROM THE MANY CONTACTS I HAVE HAD WITH FRIENDS WHO HAVE ALREADY RETIRED, IF WE PLAN FOR IT, IT CAN BE A VERY SATISFYING AND, INDEED, A HAPPY OCCASION. IF WE DON'T PLAN FOR IT, IT SOMETIMES CAN BE JUST THE OTHER WAY AROUND. SO, WE ARE EXTREMELY ANXIOUS IN THE AGENCY TO DO WHATEVER WE CAN TO ASSIST THOSE WHO ARE APPROACHING RETIREMENT TO MAKE THIS TRANSITION AS EASY AND AS HAPPY AS WE POSSIBLY CAN. THE DIRECTOR AND ALL OF US ARE EXTREMELY GRATEFUL TO ALL OF YOU FOR MAKING THIS AGENCY WHAT IT IS TODAY. WE WANT YOU TO MAKE THIS TRANSITION IN A HAPPY AND SATISFYING WAY AND TO CONTINUE THE PRIDE IN THE AGENCY AFTER YOU RETIRE THAT WE KNOW YOU HAVE SHARED WITH THE REST OF US DURING YOUR ACTIVE SERVICE. WE HOPE THAT THIS SEMINAR WILL BE HELPFUL TO YOU IN MAKING YOUR OWN PLANS WHICH ARE SO TERRIBLY IMPORTANT. I BELIEVE FROM THE LETTERS WHICH I RECEIVE FROM PEOPLE WHO HAVE RETIRED AND OTHER CONTACTS THAT THIS DOESN'T ALWAYS MEAN THAT ONE HAS TO HAVE ANOTHER JOB. I CERTAINLY THINK THAT IN MANY CASES PEOPLE ARE HAPPIER IF THEY DON'T HAVE A JOB. BUT WHATEVER YOU DO I'M SURE THAT YOU HAVE TO HAVE SOMETHING ELSE TO DO WITH YOUR LIFE. IF YOU JUST SLEEP LATE IN THE MORNING AND WATCH THE TELEVISION, YOU'LL CERTAINLY GET BORED PRETTY FAST. I HAD A LETTER FROM AN OLD FRIEND OF MINE NOT LONG AGO, ALL OF YOU WOULD KNOW, WHO HAS BEEN VERY, VERY BUSY SINCE HE RETIRED. I DON'T THINK HE'S BEEN MAKING A GREAT DEAL OF MONEY, BUT HE SAID, 'YOU KNOW, I'VE BEEN SO BUSY SINCE I RETIRED THAT I DON'T REALLY SEE HOW I EVER FOUND TIME TO COME TO WORK.' AND HE WENT ON TO EXTOLL THE VIRTUES OF RETIREMENT AND HE HAPPENED TO BE ONE WHO HAD FACED IT WITH SOME TREPIDATION. I DO HOPE THAT THIS

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SEMINAR WILL BE HELPFUL TO YOU IN MAKING YOUR OWN PLANS, WHETHER YOU SEEK A SECOND CAREER, A PART-TIME JOB OR NO JOB AT ALL BUT MERELY START A DIFFERENT WAY OF LIFE IN WHICH TO MAKE SOME CONTRIBUTION TO SOCIETY WHICH I THINK WE ALL SHOULD DO AS LONG AS WE LIVE. WE WILL APPRECIATE YOUR REACTION TO THIS SEMINAR - YOUR VERY CANDID REACTION - BECAUSE IT IS THE FIRST OF MANY WHICH WE HOPE TO HAVE AND WE LIKE TO MAKE IT AS GOOD AS WE POSSIBLY CAN, AND I'M SURE WE CAN MAKE THEM BETTER AS THE YEARS GO BY. SO YOUR VERY CANDID AND CONSTRUCTIVE CRITICISM OF OUR EFFORTS WILL BE MOST APPRECIATED.

REPEATING WHAT I SAID ABOUT NOT BEING AN EXPERT IN THIS FIELD, AND, IN FACT, I SUPPOSE NOT REALLY KNOWING VERY MUCH ABOUT IT, THERE IS ONE THING OF WHICH I AM SURE IN MY OWN MIND. AND THAT IS THAT ALL THE AGENCY OR ANYONE ELSE CAN DO TO HELP YOU PREPARE FOR THIS TRANSITION IS TO HELP. THEY CAN'T DO IT FOR YOU. EVERYONE OF US WHO HAS WORKED FOR THE GOVERNMENT FOR VERY MANY YEARS - AND ALL OF US HAVE IF WE'RE ELIGIBLE FOR RETIREMENT - LOOK UPON UNCLE SAM AS HAVING BEEN FAIRLY PARENTAL, I THINK, AND IT'S SOMEWHAT OF A SHOCK TO US TO SAY 'WELL, GEE WHIZ, I NOW HAVE TO PLAN THIS MYSELF AND DO WHAT I THINK I WANT TO DO AND WHAT I CAN DO WITHOUT REGARD TO THE GOVERNMENT REGULATIONS, SALARIES, RETIREMENT BENEFITS, AND SO FORTH AND SO ON.' THE MANY EXPERIENCES THAT I HAVE HAD WITH ~~WITH~~ THROUGHOUT THE YEARS WITH PEOPLE WHO ARE RETIRING IS TO SORT OF HAVE THEM COME TO REALIZE THAT I MUST DO SOMETHING. IF IT'S A JOB THEY'RE LOOKING FOR, THERE ARE LOTS OF JOBS. BUT THE AGENCY CAN ONLY HELP IN GUIDING YOU TOWARD ONE OF THEM. IN THE FINAL ANALYSIS, IF THAT IS YOUR OBJECTIVE, YOU ARE THE INDIVIDUAL WHO IS GOING TO HAVE TO SIT DOWN ACROSS THE TABLE FROM A PROSPECTIVE EMPLOYER, AND YOU ARE THE INDIVIDUAL WHO IS GOING TO HAVE TO SELL YOURSELF, AND USUALLY,

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AND ESPECIALLY IN OUR BUSINESS, I THINK IT'S NOT TOO IMPRESSIVE TO THE PROSPECTIVE EMPLOYER TO SAY 'WELL, I HAVE WORKED FOR THE CENTRAL INTELLIGENCE AGENCY FOR TWENTY YEARS; OR, I HAVE BEEN IN THE ARMY AND I AM A RETIRED COLONEL OR A RETIRED GENERAL' OR SOMETHING. THEY DON'T REALLY CARE IF YOU ARE A ONE-STAR GENERAL OR A FIVE-STAR GENERAL OR A GS-21. IN THE CENTRAL INTELLIGENCE AGENCY. THEIR QUESTION IS, 'WHAT CAN YOU DO FOR ME?' AND SO, WE HOPE THIS WILL BE HELPFUL TO YOU, AS I HAVE SAID, BUT THROUGHOUT IT ALL I HOPE THAT YOU WILL SAY TO YOURSELF, 'WELL, WITH THIS INFORMATION WHAT CAN I DO TO HELP MYSELF IN PLANNING FOR A HAPPY AND SATISFYING RETIREMENT?'

AGAIN, I'VE PROBABLY TAKEN MORE TIME THAN I SHOULD, BUT I DO WANT TO IMPRESS UPON YOU THE DIRECTOR'S SINCERE INTEREST IN THIS PROGRAM, AND THERE ISN'T ANYTHING THAT WE CAN DO WITHIN REASON AND WITHIN THE LAW TO MAKE THIS PROGRAM WORK AND TO HELP PEOPLE FIND SATISFYING CAREERS OR SATISFYING RETIREMENTS THAT WE WON'T DO, AND WE WILL APPRECIATE ANY SUGGESTIONS YOU HAVE AS TO HOW WE MIGHT DO IT BETTER.

THANK YOU VERY MUCH.

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